

St Mary's Youth Development Worker & Chaplaincy Lead

Either a full-time role, or two part-time roles.

Role Description

This would *either* suit a full-time role: 40 hours a week, inclusive of Sunday and weekend/evening involvement); *or* two part-time roles: one 20-hour role leading the church side of our youth work, and another 20-hour role that would include 15 hours a week leading the Chaplaincy work during term time plus church youth ministry during the remaining hours and during school holidays.

- The post holder(s) will be responsible to the PCC, working alongside our pre-school and primary Development Workers, with line management and supervision provided by the parish clergy.
- The salary is £28,000-£29,000 per year (pro rata), depending upon experience.
- Holiday provision is 30 days per year + public holidays [calculated on a pro rata basis].
- Workplace pension scheme provided (with auto-enrolment for eligible employees).
- This is a permanent position, subject to the successful completion of a six-month probationary period.

Purpose of Role

The Youth Development Worker & Chaplaincy Lead will help children, young people and families encounter Jesus, grow as His disciples and become active members of the life of St Mary's Church. As part of the 0–18s team, the postholder(s) will lead the development of St Mary's ministry with secondary-aged young people, helping to implement our vision of enabling children, young people and families to encounter Jesus, grow as disciples and become active participants in the life of the church, whilst also providing strategic leadership for our well-established chaplaincy partnership with Woodchurch Church of England High School, helping to nurture the school's Christian ethos through collective worship, pastoral care and positive relationships with pupils and staff.

Key Responsibilities of both roles:

Youth Ministry Leadership

- Contribute to the design and delivery of an effective, integrated vision, strategy and plan for children and young people's ministry, taking the lead on all elements of youth work associated with St Mary's and working with other staff and volunteers to deliver this.
- Lead in the planning and delivery of residentials for secondary-aged young people.
- Provide leadership for volunteers by safely recruiting, encouraging, training, supporting and overseeing them, enabling them to flourish in their volunteering roles.
- Work alongside parents and carers, encouraging and equipping them as they seek to help their children grow as followers of Jesus.

School Chaplaincy

- Lead the team's delivery of Chaplaincy provision at Woodchurch Church of England High School (see below for more details). This currently accounts for approximately 15 hours a week of the role, with the remaining 5 hours delivered by another member of the 0–18s team.

Collaboration and Partnership

- Contribute to the planning and delivery of the work of the wider 0–18s team.
- Work with the 0–18s team, the wider staff team and PCC to grow and integrate work with families and young adults across the life of the church.
- Collaborate, alongside the rest of the 0–18s staff, with the St Mary's Treasurer team to ensure the affordability and financial sustainability of our youth work.
- Network with the Diocesan children's and youth departments and other local partners as opportunities arise.

Safeguarding

- In partnership with the Parish Safeguarding Team, actively promote, support and follow excellent safeguarding practice, undertaking safeguarding training as required.

Flexibility, Team Working and using Individual Talents:

Because this role is part of a small 0-18s team, individual lead and delivery responsibilities are identified according to the unique skills and circumstances of each staff member, and balanced between the team members and volunteers. As a team, we also support the safe staffing of groups in other age-groups as necessary.

Leading Chaplaincy at Woodchurch Church of England High School:

The Chaplaincy Lead is an integral part of the St Mary's 0-18s Team, and the wider church staff team; and the Chaplaincy Team are an integral part of the life and ethos of the school, with their contribution being highly valued by the Senior Leadership Team, staff and pupils. The Chaplaincy's value to the life of the school has also been very positively commented on in recent OFSTED and SIAMS inspection reports.

The specific responsibilities of the Chaplaincy Lead include:

- Developing, overseeing, planning, preparing and producing an engaging Collective Worship programme and resources that supports the school's Christian vision and values, including a Thought for the Week for Staff, and training and support for form tutors to aid its delivery.
- Maintaining a pastoral presence in school, building positive relationships with and offering support to staff, pupils and families, to support wellbeing and contribute to a caring and supportive school community.
- Supporting and enriching the school's distinctive Christian Ethos and Spiritual Life through the chaplaincy's presence, relationships, activities, opportunities for prayer and spiritual reflection.
- Attending and supporting the Archbishop of York Young Leaders Award activities.

Person Specification:

	Quality/ Skill/Aptitude	Essential/Desirable
1	Mature Christian who will become a member of St Mary's church, and be actively committed its life and evangelical values: <i>"Making a difference, wherever we are, as we share Faith For Life in Christ"</i> .	Essential
2	A passion to see children and young people follow Jesus	Essential
3	<i>Either training, or equivalent experience, in Christian discipleship of young people, or Christian ministry experience in a school setting.</i>	Essential
4	Ability to build excellent, and appropriate relationships, with a wide range of people, including young people, adult volunteers, colleagues, school staff and the wider community.	Essential
5	Experienced youth or children's worker, able to relate well to all 0-18's age groups.	Essential
6	The ability to nurture and inspire young people in their discipleship, by example, and through the excellent and relevant communication of a biblically-based faith.	Essential
7	The ability to approach different working environments appropriately and professionally.	Essential
8	Excellent emotional intelligence, relational and listening skills, with an ability to build non-judgemental relationships inside and outside of church.	Essential
9	A servant heart.	Essential
10	A proactive self-starter who takes initiative.	Essential

11	A willingness to do what is needed to get the job done, with energy and resilience.	Essential
12	Able to work independently and as a team member.	Essential
13	A thorough understanding of safeguarding, and commitment to its ongoing application.	Essential
14	The ability to manage their own time – prioritising and delegating.	Essential
15	The ability to work at all times within the Values of the Children and Young People's dept.	Essential
16	Good IT skills, and a willingness to develop basic video editing skills.	Desirable
17	Possession of a full UK driving license, and ability or willingness to learn to drive a minibus.	Desirable

There is a Genuine Occupational Requirement for the postholder(s) to be a committed Christian.

At St Mary's we take our Safeguarding responsibilities seriously, and this appointment process will follow the Church of England's Safer Recruitment procedures. The role is conditional upon the holder having an enhanced DBS check (with barred list), a Confidential Declaration, and being entitled to work in the UK.

To apply:

After reading this pack, if you want to be part of what God is doing at St Mary's Church, we'd love to hear from you. We'd be happy to arrange an informal conversation or visit before you apply, and you'd be very welcome at any of our Sunday services at the Church (8:45am, 10:30am and 6pm) or at The Centre (11am). We know that discerning God's call is important, and we'd love to help you explore whether this could be the right next step.

Please send your completed application form to office@stm-upton.org.uk

Or, for an informal conversation about the role, please contact us on 0151 677 1186

Application deadline: 5pm, Wednesday 21st October 2026.